



Fairfax County Public Safety Agencies Host Job Fair for Women



Joining forces to bolster their ranks, the Fairfax County Police Department, Fire and Rescue Department, Sheriff's Office, and the Department of Human Resources collaborated with the Fairfax County Commission and Office For Women to provide an opportunity for women to learn about public safety careers. These agencies recognize the benefits of enlisting more women into career positions traditionally filled by men.

Since public safety careers are still considered "nontraditional" for women, specialized job fairs are much better at recruiting women than traditional announcements. Targeted job fairs allow women a chance to meet other women already in the field, to test the equipment, and to ask about the benefits of a public safety career.

See "Women in Public Safety" on page 2

Commission For Women Presents Annual Review to Board of Supervisors

The Commission For Women reports annually on initiatives that support its mission to promote the full equality of women and girls in the county and to advise the Board of Supervisors on the most effective ways to do that. Following are the key points in the 2000 Report:

Women and Diversity

The Women and Diversity 2000 forum brought together 85 women from an array of cultures. The Board of Supervisors supported the Commission's Diversity Report recommendations that the county increase its sensitivity to cultural differences and that the availability of translator services be enhanced. The CFW requested that the Board direct county agencies to provide a breakout of data by gender and race whenever demographics are included. This is important because culture and gender are linked to the prevention and treatment of domestic violence. Last year, seventy-five percent of the clients of the Women's Shelter were minority women.

Girls and Technology

When the Commission solicited data from Fairfax County Schools on the percentages of boys and girls in technology related classes, it was alarmed by the statistics.

- ☛ Boys outnumber girls 3 to 1 in computer science and business computer programming.
- ☛ Boys outnumber girls 9 to 1 in computer architecture and introductory engineering courses.
- ☛ Boys outnumber girls 4 to 1 in Advanced Placement computer science classes.

High tech company executives have referred to the absence of women in their field as putting America on the "brink of disaster." If girls were fully represented in technology classes and subsequently chose a career in the tech field, there wouldn't be a shortage of technology workers for the future. The CFW addressed this critical issue by:

- ☛ Forming a Girls and Technology Advisory Committee;
- ☛ Identifying success factors (including parents' and counselors' roles);
- ☛ Creating an annual *Summer Tech Resource Guide for Girls*;
- ☛ Sponsoring the first Women and Technology forum for county government; and
- ☛ Expanding technology programs to reach more girls.

ANNUAL REVIEW continued on page 6



Summer Tech Guide Wins Award of Excellence

The National Association of County Information Officers has chosen the CFW's "Girls' Summer Tech Resource Guide" to receive one of seven awards presented to Fairfax County. The category was innovative information and communication products and services. These seven awards were chosen from over 475 national entries.

SPECIAL COMBINED EDITION

National Perspective on Women and Public Safety Careers

Across the United States, public safety agencies have been opening their doors to women and are actively recruiting them into what traditionally has been a male career field. Nationally, women hold 9.5% of police jobs with some jurisdictions achieving greater success:

Miami Beach, Florida = 28%

Madison, Wisconsin = 26%

Pittsburgh, Pennsylvania = 22%.

Fairfax County's commitment to hiring more women for public safety agencies was strengthened in 1998 with the hiring of Police Chief Thomas Manger. According to Colonel Manger, "the level of excellence and the myriad successes inside and outside of our department can be attributed to the ever-increasing role of women in our ranks. They have contributed significantly to our commitment to public safety for the citizens of Fairfax County." Compared to the national average of 9.5%, the county's uniformed force has grown to 11% women police officers, 18% Sheriff's Officers, and 7% female fire fighters. Given the county's commitment, that number will continue to grow. Fairfax County's "Public Safety Job Fair for Women" is a model of partnerships. All three public safety agencies joined with the Department of Human Resources and the Office



Actively recruiting women greatly increases the pool of female applicants and, ultimately, the number of female recruits in a police training academy.

For Women to offer this innovative event.

As Fairfax County has found, actively recruiting women increases the pool of female applicants and, ultimately, the number of female recruits in training academies. Specialized job fairs emphasize that women are welcome in the workplace, provide a showcase for the types of careers available, and stress that the agencies are actively seeking women as applicants.

Chiefs throughout the Public Safety field are finding that they benefit when their personnel reflect the makeup of the communities they serve. Transitioning to a more diverse workforce does require many changes in the areas of recruiting, training, promoting, and retaining good personnel. The system must be revised to have processes that are ethnically unbiased and gender neutral. In 1995, the US Department of Labor funded the "New Workplace for Women Project" to help public safety employers bring more women into their workplaces. The goal was to involve both female and male officers in dissolving the barriers that confront women in public safety jobs. The first issue to be tackled

was developing a zero-tolerance policy for sexual harassment in the workplace or on the job. When last surveyed in 1995, sixty-eight percent of female officers said they had been sexually harassed on the job by a coworker. The Institute for Women in Trades, Technology and Science (IWITTS) conducted a workplace assessment on the barriers facing women. The key issues were recruitment and selection, academy training, sexual harassment, acceptance by peers and supervisors, pregnancy, childcare, equipment and uniforms, and promotions.

Many of the problems faced by women in policing are a result of inadvertently excluding women's needs when developing workplace policies. A few examples are:

- ★ Lack of knowledge on how to apply a light-duty policy to pregnancy;
- ★ Uniforms and equipment not ordered for women's specific builds.
- ★ Lack of assistance for officers who need after-hours childcare; and
- ★ Physical education instructors who do not properly pace female recruits. This results in permanent knee injuries and elimination from the academy.

Recruiting, integrating, and promoting women in public safety careers are achievable goals when public safety departments use women-specific strategies, enforce sexual harassment and pregnancy policies, and provide training for their supervisors and line officers. As more police departments move toward community policing and face a national labor shortage, the need to recruit and retain female officers is reaching a critical point.

Excerpted from an article in *The Police Chief Magazine*, (October 1998) "Recruiting, Integrating and Retaining Women Police Officers: Strategies That Work" By Chief Joseph Polisar, Garden Grove, California, and Donna Milgram, Institute for Women in Trades, Technology & Science. www.itwitts.com

A survey conducted at a large police department showed that 33% of the department's female officers reported their uniforms and equipment did not fit satisfactorily. Over 80% reported their equipment problems to their supervisors and had been told that uniforms and equipment were not available in smaller sizes.

Resources for Women in Public Safety Careers

Female Police Officer: Bringing the Women of Law Enforcement Together

www.sites.netscape.net/femalepolice4250/femalepoliceofficers

International Association of Women Police
www.iawp.org/

Mid-Atlantic Association of Women in Law Enforcement

www.state.vipnet.org/maawle/home.html

Support for the Families of Police Officers

www.policefamilies.com/

Fraternal Order of Police, Lodge #5, Philadelphia, PA

Police Museum "Philadelphia Police History: Policewomen on the Job"
www.fop5.org/policemuseum/policewomen.htm

see page 11 for more resources.

CENTER OFFERS HOPE AND MORE

The Hope Center provides more than drug and alcohol treatment services; it offers career development opportunities for its graduates through its Career Development Program. This initiative, a partnership between the Office For Women (OFW) and the Hope Center, features inspirational speakers such as Elise Bryant of the George Meany Center at the National Labor College, assessment classes led by Valda Wisdom (OFW) and job hunting techniques by Deborah Winston of the Virginia Employment Commission.

Each class provides practical tools to help each woman assess her knowledge, skills, and abilities and to learn how to best present herself in the workforce. Instructions on resume writing and interviewing are key to the program. Wider Opportunities for Women has conducted informational sessions on entering nontraditional careers such as carpentry, construction, and truck driving. Once these skills are combined with the knowledge from the self-assessment, Hope Center women can begin to think beyond traditional employment and consider nontraditional jobs that have higher pay and benefits.

As part of the program, the Office for Children discusses how to choose good childcare and the Office of Equity Programs covers the issue of sexual harassment and what rights women have if they experience it. This sensitive topic helps the clients be more aware of what sexual harassment is, how to prevent it, and what their rights are in the workplace. The Career Development program also makes representatives such as Beth Hobbs of J.C. Penney available to talk about personal grooming and business attire.

The Fairfax County Police Department has become a strong ally in the Career Development Program and provides speakers such as Lt. Col. Suzanne Devlin and Second Lt. Amy Lubas. The Department mentors graduates who want to try employment in their Communications Division or in Animal Control. The Police Department is committed to working individually with new employees in order to give them the best possible chance to succeed. For more information on the Hope Center for Women, call 703-799-7003 (TDD 707-538-5292) or visit their website at www.co.fairfax.va.us/service/csb.

Older Worker Employment, Education and Technology Expo



In March, the Fairfax County Government Center hosted the fourth annual Older Worker Expo. The American Association of Retired Persons sponsored this event along with these cosponsors: Fairfax County government, the Commission on Aging, the Jewish Council on Aging for Greater Washington and the Senior Beacon newspaper. Approximately 2,000 Washington Metro area residents attended.

Technology enhanced this year's event. Computer coaches showed attendees how to "surf the Net" to locate company websites, find job openings, post resumes, and access a wide range of career development resources. Contributing to the success of the "Technology Virtual Job Fair" were the 48 coaches who assisted 183 attendees on a range of tech-related issues. The Columbia Lighthouse for the Blind provided a special low-vision computer and a coach experienced with software and equipment for the vision impaired.

The coaches came from eighteen county agencies, AARP, AMS, The Work Band and Green Thumb.

Valda L. Wisdom (OFW) led the Technology Virtual

Job Fair team and was successful in raising over \$1,300 in donations for door prizes and gifts to participating seniors. Among the donors were Office Depot, Smead, Borders Books, Comp USA, Micro Center Computer Learning, Image Strategies, and JC Penney at Fair Oaks Mall.

Workshops presented at the Technology Virtual Job Fair included: An Overview of IT Careers; Managing Transitions; Conducting an Effective Job Search; Starting Your Own Business; Is a Job Change Right For You?; and How to Purchase a Computer. Other highlights of the Expo were a fashion show for mature workers; access to representatives from local institutions of higher education; resume review and critique; and a chance to meet with professionals to discuss job searching.

Vocational Education Bill or The "You Go Girl" Act

REPRESENTATIVE LYNN WOOLSEY (D-California) introduced a bill that would provide \$50 million in local grants during fiscal 2002 for elementary and secondary education programs that help girls succeed in courses that lead to nontraditional jobs for females.

Dubbed the "Getting Our Girls Ready for the 21st Century Act," the bill would fund programs that encourage girls to pursue courses in math, science, engineering and technology. It also would introduce girls to these careers and educate parents about the obstacles girls may face in pursuing nontraditional careers. For more information and a copy of the text of HR 1536, visit www.thomas.loc.gov and type in the bill number HR 1536.

Welcome to the WBC Staff



BARBARA WRIGLEY has officially served as the first Director of the Women's Business Center of Northern Virginia since January 2001. She brings more than twenty years experience as an advisor on women's issues and fifteen years experience as an organizational development consultant. She is founder of Bradwood Resources, Inc., a firm that helps clients in the U.S. and Canada improve their managerial and organizational effectiveness. She received her Master's degree in Human Resource Development with honors at American University in 1985.



SHELIA JOHNSON, the Center's first Program Manager, provides business training and counseling to the Center's clients. Her experience in working with small businesses includes being CEO of Johnson's Business Support Services, Mediation Program Director for an alternative dispute resolution center, membership in the Service Corps of Retired Executives, and serving as an Enrolled Agent with the IRS. She is the author of *Growing it With Numbers*, a small business resource guide, and holds a Bachelor of Science degree in Business Management from Bowie State University.

Women's Business Center of Northern Virginia OPEN FOR BUSINESS



Come and join us as we begin to grow our *Circle of Success* — this invitation is now being extended by the Women's Business Center of Northern Virginia to all women business owners. The Center opened in October 2000, welcomed its two full-time staff (see sidebar) in January and has since provided assistance to over 120 women. Programs such as "The ABC's of Starting a Business" and the "Circle of Success" instruct women business owners in the basics of operating a business and provide much-needed opportunities for networking.

The Women's Business Center (WBC) of Northern Virginia is a program of the Community Business Partnership, funded by the U.S. Small Business Administration and the Fairfax County Office For Women and additionally supported by the George Mason University Mason Enterprise Center. Operating in partnership with the Fairfax County Office for Children, the WBC has developed a unique business curriculum to teach over 2,000 County-permitted daycare providers the basics of marketing, record-keeping and financial management techniques — skills that are needed to start up or grow their businesses.

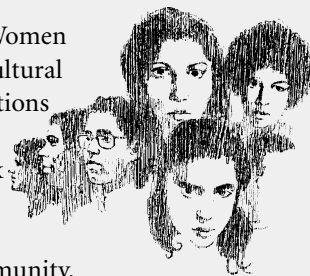
"We are committed to working with minority and socially disadvantaged women business owners who have traditionally been under-served by existing business training programs," states Barbara Wrigley. "We are proud of our growing partnerships with community organizations as we begin offering business counseling in Spanish." Ms. Wrigley recommends that women starting a business first attend the programs for business planning, licensing, and tax tips. Established business owners could benefit from classes on business planning, sources of capital, marketing, management, procurement, and Internet solutions for businesses. A small fee is charged for some training courses with tuition assistance available for qualifying individuals.

More information about Center training and business counseling is available by calling (703) 534-6220 or by visiting the Center's web site at www.wbcnova.org.

MULTICULTURAL DIRECTORY PUBLISHED

The Commission for Women and the Office For Women have published the first Northern Virginia Multicultural Directory for Women. This resource lists organizations and individuals with knowledge, experience and information relating to women and girls in Fairfax County's culturally diverse community. It is useful for organizations involved in planning, outreach or recruitment to the multicultural community.

If you would like to receive a copy or have your organization considered for inclusion in the next edition, please contact us the OFW at (703)324-5730.



PUBLICATIONS AVAILABLE FROM THE CFW/OFW

PUBLICATIONS AVAILABLE FROM THE OFFICE FOR WOMEN

To request publications, call the Office For Women at 703-324-5730 or go to our website at www.co.fairfax.va.us/OFW/.

GENERAL INFORMATION

Fairfax County Office For Women Brochure

Describes mission of the office, services available to county residents, and recent accomplishments of the Office and Commission For Women.

Resource Guide for Women

Fairfax County Commission For Women (1997)

Resources available to women and their families. Lists services and programs dealing with divorce and separation, health care, financial services, employment, and domestic violence. Some organizations offer free or low-cost services.

Guía de Recursos Para La Mujer (Resource Guide for Women in Spanish)

Comisión Para La Mujer en el Condado de Fairfax (1998)

Información de los recursos que existen en el Norte de Virginia para ayudar a las mujeres y sus familias. Identifica los servicios que son gratuitos, a bajo costo, o que dependen del ingreso.

GETTING INVOLVED

Citizen Participation in Fairfax County: A Guide to Boards, Authorities, and Commissions

Introduces residents to the County's permanent, standing advisory bodies, which play an important role in Fairfax County government. Includes information for persons interested in serving on a citizen board, commission, or authority.

Commission for Women Talent Bank Application

The Commission for Women maintains a Talent Bank of women who wish to be considered for appointment to Fairfax County boards, authorities, and commissions. It is available to the Board of Supervisors and other appointing authorities to use when vacancies occur. Information about the application process is included.



EMPLOYMENT

Breaking Barriers: Women's Advancement in Fairfax County Government

Examines barriers to career advancement of women in Fairfax County government and offers recommendations for eliminating the glass ceiling. The Fairfax County Glass Ceiling Task Force was comprised of senior managers and representatives of County government, and leaders from the business community.

Managing Work and Family: Bottom Line Issues for Fairfax County Employees

Examines efforts to balance work and family as both a management and career development issue within Fairfax County government. Includes recommendations by the Fairfax County Work/Family Task Force and the results of a 1993 work/family survey of 503 merit employees (women and men).

The Job Loss Survival Guide

Guidelines for dealing with job loss, creating an effective resume, increasing your chances for a successful interview, and finding the job you want. Sample resumes and cover letters are included, along with a list of Fairfax County organizations that can provide assistance.

Career Development Resource List

Listing of career development resources in Northern Virginia, Maryland, and the District of Columbia which provide career planning, networking, job search, and related services.

Using the Library for Job Hunting www.co.fairfax.va.us/library

Resources to help job hunters explore careers, discover techniques for securing a job, and research potential employers.

GIRLS AND TECHNOLOGY

Summer Tech Resource Guide for Girls (2001)

Information on summer technology enrichment programs offered by Fairfax County Public Schools, Northern Virginia Community College, George Mason University, and others. The goal of the guide is to encourage more girls to discover the exciting world of technology by bringing information about summer programs together in one place and presenting it in a format that is appealing to girls and their families.

Report to the Fairfax County School Board on Gender Equity Issues

In 1997, the Fairfax County School Board asked its Human Relations Advisory Committee to consider how well Fairfax

County Public Schools have promoted gender equity. The HRAC report addresses the following issues: teacher/counselor training and evaluation; single-sex classes; female participation in math, science, and computer classes; and gender equity in athletics.



LEGAL AID

Separation and Divorce Information Fact Sheets

Information about the legal process of divorce and separation in Virginia. Topics include child support, emotional issues surrounding divorce, how to select and work with professionals, and how to take care of yourself during this difficult time.

Divorce in Virginia (Family Law Section of the Virginia State Bar)

Answers basic questions about divorce and separation under Virginia law, including grounds for divorce, property rights created by marriage and divorce, child custody and support, and court procedures.

Pro Se Divorce Brochure (Fairfax County Circuit Court)

Information to help individuals obtain a no-fault divorce in Fairfax County Circuit Court.

Handbook for Victims of Domestic Violence (Fairfax County Domestic Violence Coalition)

Answers commonly asked questions about domestic violence, (including how to obtain emergency assistance), legal information, counseling, special populations, and victim advocacy.

Understanding Your Domestic Relations Rights in Virginia (Metropolitan Richmond Women's Bar Association)

Information on a broad range of domestic relations issues: marriage, divorce, separation, and adoption. Also includes sections on family violence, protective orders and injunctions, and stalking.

A Guide to Resources and Services Fairfax Public Law Library

www.co.fairfax.va.us/courts/lawlib/homepage.htm

Reference guide for locating resources in the law library; includes web links to local and state legal resources.

PUBLICATIONS continued on page 8

■ Athletic Equality

As co-chair of the Athletic Plan Review Team, the CFW worked with the Board of Supervisors, the Department of Community and Recreation Services, and the schools to add lighting and improve girls' fast-pitch softball fields. A *Needs Report* for the Park Authority specified field improvements, and the Commission and the Athletic Plan Review Team are expediting plans for two new fields at Wakefield Park.



■ Women Entrepreneurs

A growing number of Fairfax County women are starting their own businesses; however, once operational, they experience difficulty in getting additional financing, finding networking opportunities or locating sources of information on how to "grow" their business. Due to the vision and leadership of the CFW, the first Women's Business Center of Northern Virginia opened for business in October 2000 (see article on page 4). The Center is funded through a grant from the U.S. Small Business Administration and will focus on socially and economically disadvantaged women. Women still get a very small "sliver of the pie" when it comes to venture capital and procurement of government contracts. To address this problem, the Center will adapt training for diverse groups and set up programs to educate women vendors about doing business with Fairfax County government.

The CFW closed their presentation to the Board by stating that although progress has been made, much more remains to be done. Women still earn less than men, women and children are the majority of the world's poor, and men vastly outnumber women in legislatures and the executive suites. By working together the county can reach out and give the next generation of women more opportunities to make a difference. It is imperative for our local economy that the county do so.

■ Breaking the Glass Ceiling

From 1997 to 2000, the number of women agency heads in the county increased from 6 to 9, and included the first woman Deputy Chief of Police. In the next management tier (S-30 and above) the number of women managers increased from 27% to 46%. The county's public safety agencies thinned the glass ceiling by:

- Appointing a Women's Program Officer for the Department of Fire and Rescue;
- Redesigning recruiting strategies and materials to target women;
- Focusing on work and family issues;
- Developing mentoring programs, and
- Improving approaches to physical conditioning and the application process.

At the Commission's recommendation, the county held a "Women in Public Safety Job Fair," which was the first such collaboration in the region and perhaps in the nation (see page 1).

■ General Recommendations

The Commission asked the Board to support the following:

- ☛ Hiring more women and minorities as agency heads. Men still outnumber women four to one in this category.
- ☛ Bringing more women into public safety jobs.
- ☛ Advocating for work-family policies. The business advantage to the county is significant as a recruitment and retention tool in a shrinking labor force.
- ☛ Continuing the exit interview process for employees leaving the county. This allows the county to identify and address issues in order to retain valuable employees.
- ☛ Continuing the partnership between the Office For Women and the Office of Equity Programs to offer web-based training on sexual harassment and diversity, and expand the scope to include an Advanced Sexual Harassment Awareness Workshop.

NATIONAL SURVEY ON SAFETY EQUIPMENT



Women in Fire Service (WFS) conducts a national survey of fire service women every five years. Based on survey data, women firefighters continue to experience problems with getting fire fighting gear that fits properly. Comparison of data from nationwide surveys done by WFS in 1990 and 1995 show the problem is getting worse, not better, as more women enter the field. Only in one area (turnout/bunker coats) did women report fewer fit problems in 1995 than in 1990. The items of protective gear most commonly creating fit problems were:

ITEM	Percent of Women Reporting Fit Problems
Fire Fighting Gloves	31%
Rubber Fire Fighting Boots	19%
Turnout/Bunker Coat	16%
Turnout/Bunker Pants	14%
SCBA Face Piece	14%
Helmet	13%
SCBA Harness/Pack	9%
Nomex/PBI Hood	2%

The lack of proper fit is a safety hazard to women fire fighters who are at risk of injury from ill-fitting equipment. The problem is that protective gear is designed for the male body. Coats are routinely too big in the shoulders and too tight in the hips. Pants are too big in the waist and too tight in the hips and thighs. Helmets are too big, even with ratcheted adjusting systems. Boots are too big and are poorly proportioned. Gloves are too big, too long in the fingers, and too bulky. SCBA face pieces are too wide and not available to fit a range of face shapes and sizes.

Women in the Fire Service Inc.
www.wfsi.org

LAW DAY 2001 A JUDGED A SUCCESS

Working in partnership, the Fairfax County Commission For Women, the Office For Women, the Fairfax Bar Association, and the Fairfax Bar Foundation Pro Bono made legal services and information more accessible to the community in an innovative, one-day event. On Law Day, attorneys Robert Stoney of Blankingship & Keith and James McConville, Esquire consulted free of charge with Fairfax County residents.

In addition, the following agencies and organizations participated in the Legal Expo held at Springfield Mall:

- ☞ Fairfax Bar Lawyer Referral & Information Service
- ☞ Legal Services of Northern Virginia
- ☞ Fairfax General District and Small Claims Court
- ☞ Fairfax Consumer Services Division



- ☞ Fairfax Police
- ☞ Social Security Administration
- ☞ Fairfax County Office of Child Support Enforcement
- ☞ Fairfax Juvenile and Domestic Relations District Court
- ☞ Fairfax County Human Rights Commission

- ☞ Victims' Assistance Network
- ☞ Parenting Education Center
- ☞ Northern Virginia Workforce Investment Agency

An evening presentation on domestic violence and the legal system was held at the Fairfax County Government Center. Speakers discussed Virginia's law and legal procedures related to family abuse and protective orders. According to Judy Lynch, OFW coordinator for the event, "this collaborative program provides citizens and members of the legal and human service communities an opportunity to network, interact and update each other on important legal issues. We are very happy to be involved in such a useful and timely event." For more information on the event or any of the participating organizations, call the Office For Women.



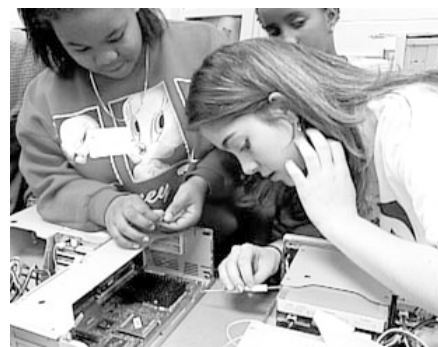
A Fresh Approach to "Take Our Children to Work Day"

Judge Michael Valentine presided over a mock trial for a standing room only crowd. Seeing the judicial process was educational for both parents and children.

In the past, county involvement in the national "Take Our Daughters To Work" Day was limited to bringing children into the workplace to observe what their parents do. This year, the Work/Family Task Force and the Office of the County Executive made the ninth annual "Take Our Children to Work" Day more dynamic. The event was planned around the interests of the children and agencies were encouraged to develop interactive events for children aged 9 to 15.

Agencies staffed displays; offered games, trivia and information on careers with Fairfax County; held scavenger hunts for information on careers; and conducted a tour of the Mondloch House Homeless Shelter.

The Police Department may have won the day when they landed a helicopter for children to explore, had a K-9 Corps demonstration and presented a special session on preventing gang violence. Evaluations from the parents of the more than 400 children who participated felt that it was "super" and look forward to next year's event being even "bigger and better."



"TECH" Our Daughters to Work Day

The Fairfax County Public Schools' Department of Information Technology, together with the Chantilly Academy and the Fairfax County Office For Women hosted "A Technology Experience" to encourage girls to consider jobs in technology. The girls (aged 9 to 15) were challenged to take apart and reassemble computers. Accompanying adults attended a separate program on how to encourage girls' interest in technology.

Administrative Resource Team — It's a Fine ART

The Administrative Resource Team (ART) sponsored the county's 2001 Employee Development Day. This year's theme was "Navigating the Channels of Communication: Achieving Your Personal Best." It certainly was a personal best for the ART. Approximately 370 employees attended and later expressed their appreciation for the value added to the organization from the Administrative Resource Team's efforts.

Ms. Sam Horn's opening address was based on her book "Tongue Fu: Dealing with Difficult Individuals Without Becoming One Ourselves." Her entertaining delivery and perceptive advice set the tone for an exciting and rewarding day. The highlight, however, was the fashion show organized by Karen Horn of Office For Women. County employees modeled appropriate work attire as they marched, swayed, and twirled for an appreciative crowd.

Dr. Jackie Rankin was the second keynote speaker. Her presentation, "Body Language: Your Major Channel of Communication," informed the audience that nonverbal communication can be more powerful than verbal communication. As an example, people begin forming their first impressions of someone within the first six to twelve seconds of meeting them. Eye contact, clothing, posture and the tone of voice communicate something about you. According to Dr. Rankin, 65% to 95% of all effective communication is nonverbal; being aware of body language is an important part of getting your message across effectively.

Past OFW/CFW Newsletters

Past Women's Wire/Issues and Updates

Women Lead the Way In IT in Fairfax County Government	11/00
Leaders Come Together at First Women and Diversity Forum	6/00
Girls and Technology Advisory Committee Looks at Summer Enrichment Program	10/99
Glass Ceiling Task Force Report Recommendations Under Review	11/98

CFW/OFW Reports

- Breaking the Glass Ceiling
- Educational Equality for Women and Girls
- Girls and Technology
- Women In Business
- Women in the Workplace
- Athletic Equality in Schools and Parks
- Cultural Outreach
- Women as Business Owners

CALL THE OFW FOR A FREE COPY.

PUBLICATIONS continued from page 5

What People Should Know about Juvenile Court Services: A Guide to the Domestic Relations Services Office of the Fairfax County Juvenile and Domestic Relations District Court (Fairfax Bar Association)

Describes the types of cases handled by Juvenile and Domestic Relations Court and provides information on handling family abuse, custody, visitation, and support cases. Information about obtaining a protective order, seeking child custody or visitation rights, and obtaining child support is included. Also available in Spanish: *Informacion acerca de los servicios que Ofrece el Tribunal de Menores relacionados con abuso familiar, custodia, derecho de visita, manutencion.*

Child Support Services in Virginia (Commonwealth of Virginia Department of Social Services)

Basic information about obtaining child support services in Virginia, including locating absent parents, establishing paternity, and enforcing child support orders.

Helping Children Cope with Parental Separation (Northern Virginia Family Service)

Information about an educational seminar focusing on separation as seen through the eyes of children.

ADAPT: Anger & Domestic Abuse Prevention & Treatment (Fairfax-Falls Church Community Services Board)

Provides information about ADAPT, an anger and domestic abuse intervention program offered by the Fairfax-Falls Church Community Services Board. The program is for adults who have difficulty regulating their anger or who have been physically, emotionally or sexually abusive to a spouse, partner, child or parent.

Asegurando Acceso a la Justicia Para Todos (Servicios Legales Del Norte de Virginia)

La mision de LSNV es servir a individuos quienes, sin la ayuda de un abogado, perderian un elemento fundamental de la vida, como por ejemplo las comida, refugios de vivienda, ingresos, atencion medica or seguridad personal.

Una Red de Servicios para Victimas de Asalto Sexual y Violencia Domestica (Victim Assistance Network)

La Red de Asistencia a Victimas del Condado de Fairfax (VAN) proporciona servicios de consejo y defensa para las victimas de asalto sexual y violencia domestica. VAN es una programa de la Oficina de Servicios Comunitarios de Fairfax y Falls Church.

WOMEN BUSINESS OWNERS

Resource Directory for Women Business Owners (Fairfax County Office For Women)

Resources for business owners and those considering business ownership drawn from county, state, federal, community, and women's organizations.

Tips on Doing Business with Fairfax County (Fairfax County Purchasing and Supply Management Agency, Small and Minority Business Enterprise Program)

Information about Fairfax County's centralized procurement operation for businesses interested in doing business with the county.

SBA Programs & Services (U.S. Small Business Administration)

Information about SBA programs and services to help people start or expand their businesses, including loan programs, federal procurement assistance, research and development assistance and business counseling and training. Includes information about assistance to women business owners, including women's business centers, SBA's Online Women's Business Center, and the Women's Network for Entrepreneurial Training.

Establishing the Standard: American Women Pioneers

The following is a partial list of women who have contributed to the world in their own unique way. There are so many that we could fill an entire newsletter; however, given space restraints, we encourage you to research them (and others) to find out what it was that pushed them to be one of America's First Women.

- 1650 Anne Bradstreet, first published woman writer
- 1762 Ann Franklin, first woman newspaper editor
- 1847 Maria Mitchell, first person to discover a comet with a telescope; first woman admitted to American College of Arts and Sciences; first female professor of astronomy
- 1849 Elizabeth Blackwell, first woman MD
- 1866 Mary Walker, first (and only) woman to receive the Medal of Honor. She was a Civil War surgeon.
- 1872 Victoria Woodhull, first woman to run for president
- 1888 Mary Holmes, first woman to earn a Ph.D. in geology
- 1896 Florence Bascom, first woman hired by the U.S. Geological Survey
- 1916 Jeanette Rankin, first woman elected to the House of Representatives
- 1921 Bessie Coleman, first African American woman to earn an international pilot's license and first American woman stunt pilot
- 1932 Amelia Earhart, first woman to fly solo across Atlantic Ocean
- 1935 Margaret Bourke-White, first woman photojournalist and first woman hired by *Life* magazine
- 1941 Jacqueline Cochran, first woman to fly a military aircraft across the Atlantic and first woman to break the sound barrier*
- 1954 Marian Anderson, first African American woman to sing with the Metropolitan Opera
- 1960 Wilma Rudolph, first woman, and first African-American woman to win 3 gold medals in a single Olympics
- 1981 Sandra Day O'Connor, first woman appointed to Supreme Court
- 1983 Sally Ride, first U.S. woman in space
- 1982 Maya Lin, first Chinese American to design a major memorial in Washington DC (Vietnam Veteran's War Memorial)
- 1984 Geraldine Ferraro, first woman VP on a major party ticket
- 1989 Antonia Novello, a Latina, was the first female U.S. Surgeon General
- 1993 Janet Reno, first woman U. S. Attorney General
- 1997 Madeline Albright, first woman U. S. Secretary of State
- 1998 Ida L. Castro, first Latina woman to serve as chair of the U.S. Equal Employment Opportunity Commission

*WASPs: Women Airforce Service Pilots

For a fascinating story of women's roles during WWII, go to www.wasp-wwii.org/wasp/resources/timeline.htm.

OFW Welcomes Two New Staff Members



TANIS SKISLAK joined the Office For Women in March 2001. Prior to starting employment with Fairfax County in 1987, she worked for the Essex County, NJ Department of Planning and Economic Development where she was responsible for developing community outreach programs for the 22 cities that comprise Essex County. During that time, she authored a book on promoting innovative programs to the public, was a founding member of a state organization and served on the Board of Directors for a national organization.

"I attended the University of New Mexico in the mid-1970's and took every class I could in Women's Studies. Coming to the Office For Women is coming full circle for me," she stated. She is energized and very glad to be working on women's issues.



REGINA BURRELL joined the OFW team in October 2000, having been employed with the Fairfax County Office of Public Affairs since 1991. Her work in OPA involved interacting with the media, the Board of Supervisors, and staff in the County Executive's office on a variety of issues. As the OFW's secretary, Regina is involved in supporting the communication efforts initiated by program managers. Currently, she is working on the OFW's and CFW's joint newsletter and was instrumental in creating the edition you are now reading. According to Regina, working in the OFW is a learning experience; she looks forward to developing more skills as she fulfills her commitment to helping women in Fairfax County.

AFTER SCHOOL TECH CLUBS

As part of our 2001 Initiatives, the Office For Women is collaborating with Women in Technology (a professional organization of over 750 women involved in the tech industry in the greater Washington DC area) to create a network of after-school technology clubs for girls. The goal is to develop greater computer confidence and competence in girls and young women. The after-school girls' tech clubs will develop curricula, identify speakers, and recruit club mentors.

One community information session was held in May and given the interest by the community, additional sessions are planned for this summer. If you want to learn more about encouraging girls' interest in technology, contact Lesley Persily at the Office For Women at Lesley.Persily@co.fairfax.va.us or call 703-324-5726.

NEWSLETTER RESOURCE LINKS

Seniors' Info

American Association of Retired Persons (www.aarp.org) AARP is the number one resource on making the most of life after 50. AARP provides programs, and services in such diverse areas as wellness, financial planning, consumer protection, and grand-parenting. The AARP Foundation administers programs that assist older Americans. These programs, funded by grants or cooperative agreements with governments or private organizations, provide a wide variety of services including job training and tax assistance. The Office is in Washington DC; call (202) 434-2018.

Columbia Lighthouse for the Blind (www.clb.org) CLB provides information and training in Assistive Technology, Career Services, Children's Services, Services for Employers, Low Vision Services, and Rehabilitative Services. Technology Summer Camps offer Northern Virginia middle-school students who are blind or visually impaired an opportunity to explore different types of assistive technology in a creative, fun-filled, hands-on environment. Call them toll free at (877) 324-5252.

Experience Works!

(www.experienceworks.org) is a staffing service for mature workers. The program helps older workers find jobs that match their skills, abilities, and work preferences while helping employers fill their employment needs with reliable, skilled, and experienced workers.

Fairfax County Agency on Aging ([www.co.fairfax.va.us/search "aging"](http://www.co.fairfax.va.us/search%20aging)) The Fairfax Area Agency on Aging (AAA) serves older adults in Fairfax County and the cities of Fairfax and Falls Church. AAA operates programs such as employment, home-delivered meals, client assistance, legal services, volunteer opportunities, homemaker/personal care, nutritional supplements, meals at senior centers, home-delivered meals, and transportation. (703) 324-5411 (TTY (703) 449-1186)

Fairfax Area Commission on Aging ([www.co.fairfax.va.us/search "aging"](http://www.co.fairfax.va.us/search%20aging)) Their purpose is to identify and promote better understanding of the problems of the aging and to plan activities that

contribute to their well being. Contact the Agency on Aging at (703) 324-5411 for a list of district representatives.

Green Thumb and Geezer (www.greenthumb.com and www.geezer.com) Green Thumb, Inc., is a national nonprofit organization specializing in older worker training and employment. Geezer.com™ is Green Thumb's newest initiative to give seniors across the country the opportunity to supplement their income, launch new businesses, and expand the market for their handcrafted goods. They operate the Senior Community Service Employment Program and ExperienceWorks. Call them toll free at (877) 803-1468.

Jewish Council for the Aging (www.jca.org) The Jewish Council for the Aging's educational and service programs provide independence, involvement, and hope for older individuals and their family caregivers throughout the Washington DC metropolitan area. (703) 425-0999.

Senior Programs in Fairfax County (www.fairfaxcountyvirginia.com/senior_services.htm) provides to-the-point information for Fairfax Seniors: facilities, services, newspapers, activities, food, employment, medical equipment loan program, and frequently used telephone numbers.

The Senior Beacon is a monthly newspaper that spotlights a variety of subjects such as money, health, travel, arts, and employment for people 50 and older. This paper is available at many local stores such as CVS, Rite Aid and Giant pharmacies, Border's Books, area churches, public libraries and senior centers. This is a free newspaper. For further information, call (301) 608-0700.

Girls and Technology

Against the Odds (www.nrgen.com) A site dedicated to cool girls excited to learn and express their interests in science, technology and entrepreneurship.

Professional Technical Studies Program, Fairfax County Public Schools (www.fcps.k12.va.us/DIS/OPTS/academy)



The mission of the high school academies is to educate all students to meet the challenges of the 21st century by integrating academic, professional and technical standards. (703) 208-7795.

Girls Incorporated (www.girlsinc.org) a national nonprofit youth organization dedicated to inspiring all girls to be strong, smart, and bold. Innovative programs help girls confront subtle societal messages about their value and potential, and prepare them to lead successful, independent, and fulfilling lives. In New York, but toll free (800) 374-4475.

GirlsandWomen.Connect (www.gscnc.org/connect.htm) is a mentoring and networking program of the Girl Scout Council of the Nation's Capital that offers top female business leaders an opportunity to share their talent and knowledge with high school-age Girl Scouts. Some programs focus on technology.

Girl Start (www.girlstart.org) A site dedicated to empowering girls in science, math, and technology. Games, screen-savers, and homework help are available on this site.

Plugged-In (www.plugged-in.org) "super, sizzling, stimulating science stuff just for girls. Girls CAN do math, CAN handle science, and CAN master computers — when they have an opportunity to learn on their own terms. Put girls in supportive, non-competitive learning environments, design curricula that focus on what's fun, meaningful and authentic. Then watch them soar!"

Women's Work Role Model Project for Girls (www.womenswork.org/girls/careers.html) This site offers a "sampler" and is meant to give girls an idea of the breadth of their choices, encourage them to explore ideas that they may not have thought possible before, and offer ideas about how they could achieve their goals.

Legal Aid

Fairfax Bar Assoc. (www.fairfaxbar.org)
Pro Bono Assoc. (www.fairfaxbar.org/probono.htm)
The Fairfax Bar Association's website has plenty of free information on a wide variety of subjects. The Pro Bono Program

was developed in response to the growing need to provide legal services to the more than 80,000 low income residents of Fairfax County. Pro Bono, meaning "for the public good" provides these services free of charge to those who qualify. (703) 246-3779.

Legal Aid Help (www.legalaidhelp.org) Legal Services of Northern Virginia is a nonprofit organization which serves individuals who, without legal assistance, will lose a critical human need — food, shelter, income, medical care, or personal safety. (703) 532-3733.

Women in Public Safety

National Association of Female Paramedics (www.nafp.org) The Goal of the NAFP is to help women achieve success in the emergency medical service. The NAFP provides emotional support, educational assistance, discounted equipment, job placement assistance, discounted insurance programs and more. In Florida, call (407) 932-2839.



The Police Foundation (www.policefoundation.org/) An independent and unique resource for policing, the Police Foundation is a catalyst for change and an advocate for new ideas. Restates and reminds members about the fundamental purposes of policing, and ensures that an important link remains intact between the police and the public they serve.



Women in the Fire Service (www.wifs.org) Women in the Fire Service, Inc., is a nonprofit, membership-based organization providing networking and advocacy for fire service women, and resources and information for the fire service as a whole.

Women in the Fire Service Network (www.geocities.com/Wellesley/4699/) A resource for female firefighters, including

a contact page for networking with other women in the profession. This site also includes links to professional organizations, articles of interest from other women across the USA and an interactive message board.

Work and Family

Third Wave Television Inc is a nonprofit video production company dedicated to the empowerment of women through media. In Connecticut (203) 622-1372 or send an email to ThirdWaveTV@juno.com. Two sample videos are:

"*Women Count: Smart About Money*" highlights the importance of women taking a strong, hands-on approach to their financial lives.

"*Childcare: Every Parent's Challenge*." Parents, providers, educators, child advocates, and legislators speak out about the issues and possible solutions.

Care Around the Clock (www.dol.gov) "Developing Childcare Resources Before 9 and After 5." U.S. Department of Labor, Women's Bureau, 1995. This is a resource guide for parents, childcare providers, employers, and community organizations facing this child care challenge. It profiles a range of practical approaches to making childcare more available and affordable to parents who work nonstandard hours. Call (800) 827-5335.

Office For Women to Present at Governor's Conference on Education

John Wittman, administrator of Chantilly Academy and Lesley Persily of Fairfax County's Office For Women have been selected to present a workshop entitled "Attracting High School Girls into Technology Classes" at the 2001 Governors' Conference on Education to be held in Richmond, Virginia on July 24. Two of their innovative strategies were using junior and senior girls as role models for girls in elementary and middle school and customizing information on technology so that it appealed to girls and increased their interest in finding out more about technology classes.

Girls & Technology — DID YOU KNOW...?

Studies show that until the age of 6, girls use the computer as much as boys and often demonstrate better concentration and motor skills. But around the age of 7, when gender differences accelerate, girls drop out of the market.



While boys are playing competitive, spatial games involving action figures, girls' play patterns are geared toward storytelling, building careers, emulating heroines and developing communities.

Unfortunately there is little opportunity for them to act on these interests in most computer games. According to *Sex Roles Journal*, 85% of young women say they would play more computer games if there were more titles and programs designed with them in mind.

Girl Games has a program called "Let's Talk About Me," marketed on CD-ROM by Simon and Schuster Interactive. The software provides information on a variety of topics and matches girls with one of 23 mentors, including the movie executive Sherrie Lansing and U.S. Sen. Dianne Feinstein.



Source: "Hispanic Engineer and Information Technology, Sept./Oct. 1997" by Jo Ann Zuniga (www.crpc.rice.edu).

READER SURVEY

Would you be interested in receiving the newsletter via email?

☐ YES ☐ NO

If YES, what is your email address? _____

Which of our articles did you find the most useful? _____

Do you read our newsletter cover to cover? ☐ YES ☐ NO

If not, why not? _____

What features are the least useful or interesting to you? _____

Are there any changes you would like to see in the newsletter's design, format or content? _____

MAIL THIS FORM TO: The Office For Women
12000 Government Center Parkway, Suite 318
Fairfax, Virginia 22035

OR FAX IT TO: (703) 324-3959

What information are you most interested in hearing about?

- ☐ Employment and Career Development Opportunities Locally and on the Internet
- ☐ Social Services Available in Northern Virginia
- ☐ Resources on Balancing Work and Family
- ☐ Nontraditional Career Opportunities in Northern Virginia
- ☐ Legal Issues and Legislative Matters in Virginia
- ☐ Women's Health Information Resources
- ☐ Girls and Technology Initiatives in Northern Virginia
- ☐ Profiles of Interesting Women in the DC Metropolitan Area
- ☐ Other: please specify _____



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